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ABSTRACT

Institutions of higher learning are taking responsibility for and becoming part of the societal effort to combat alcohol/drug problems. There are a number of national and state efforts which specifically target higher education for prevention, education, intervention, treatment, and referral efforts. Considerable efforts are currently underway to help address the alcohol/drug problems which exist throughout the entire spectrum of our society. Central Michigan University in Mt. Pleasant, Michigan is involved in this prevention and intervention work. The Alcohol and Drug Abuse Intervention and Prevention Program (ADIPP) is a campus-wide program coordinated through the counseling center. In 1988 Central Michigan University received national recognition for the second time for its outstanding National Collegiate Alcohol Awareness Week programs. Housing, pubic broadcasting, orientation, faculty, student organizations, and the Wellness Resource Center have been involved in alcohol and drug programs. A major needed area of expansion is in providing for systematic prevention, education, intervention, treatment and referral options for all employees. (An overview in outline form of Central Michigan University's campus-wide efforts undertaken during 1988-89 to reduce alcohol/drug problems is included, as well as the plans for 1989-90.) (ABL)

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Alcohol and Drug Abuse Intervention and Prevention Program

Annual Report
1988 - 89

By
Ross J. Rapaport, Coordinator

Division of Student Affairs
Central Michigan University
Mt. Pleasant, Michigan 48859

July 1989

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ALCOHOL AND DRUG ABUSE INTERVENTION AND PREVENTION PROGRAM

Alcohol and other drug problems and corresponding strategies on how to address these concerns in all areas of our society are currently receiving considerable national attention. School based programs for the primary and secondary grades, community programs for parents, employee/student assistance programs, education about the unique problems of the elderly related to alcohol/drug misuse, tougher drunk driving laws, drug testing by many employers, inpatient and outpatient treatment programs, concerns about alcohol beverage advertising media campaigns, enhanced law enforcement activities and increased arrests and prosecution of illicit alcohol/drug users, and other activities are all part of what could be described as a societal effort to reduce or eliminate alcohol/drug problems.

Institutions of higher education should and are taking responsibility for and becoming a part of this societal effort to combat alcohol/drug problems. There are a number of national and state efforts which specifically target higher education for prevention, education, intervention, treatment and referral efforts.

The U.S. Department of Education currently supports the 1,200 member "Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse." The planning group for the Network developed a document titled "Standards of the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse." The Standards have been sent to the presidents of all institutions of higher education by the U.S. Secretary of Education with a letter requesting the Standards be endorsed by the institutions. The planning group also developed an institutional self-assessment package whereby institutions could determine if their campus-wide alcohol/drug programs comply with the Standards. A second national forum is being planned for next fall and a series of regional training workshops are currently underway.

The Federal Financial Aid Law requires institutions of higher education to certify that they have in place a drug abuse prevention program that is determined by the institution to be accessible to any officer, employee, or student at the institution. The law is effective with periods of enrollment beginning on or after July 1, 1987.

Employers who are recipients of any Federal grant or Federal contracts in excess of $25,000 are required by the 1988 "Drug-Free Workplace" and "Drug-Free Workforce" laws to implement certain policies and procedures clearly prohibiting the use of illicit drugs in the work setting and informing employees of the consequences of such use along with sources of assistance for drug problems.

The U.S. Department of Education Fund for the Improvement of Post Secondary Education has for the third year sponsored a grant competition to aid higher education institutions in the development, implementation, and/or improvement of comprehensive, institution-wide alcohol/drug programs.

Other national higher education efforts include representatives of a number of higher education organizations comprising the Inter-Association Task Force on Alcohol and Other Substance Abuse Issues. The Task Force sponsors National Collegiate Alcohol Awareness Week and National Collegiate Drug Awareness Week. The American College Personnel Association Commission XVIII on Alcohol and Other Drugs provides a "professional" home for individuals in higher education institutions who are working to reduce alcohol and other drug problems. Among other activities, this Commission developed a document titled "Comprehensive Guidelines for an Institutional Response to Alcohol and Other Drug Problems" to help aid institutions of higher education develop campus-wide alcohol/drug programs. Many national student personnel organizations have developed or are developing position statements and task forces to help address alcohol/drug problems in higher education.

In Michigan, the Michigan Consortium on Substance Abuse Education is a consortium of colleges and universities in the state who work to provide an exchange of information on curricular issues and campus-based program development to address alcohol/drug problems. The "Enjoy Michigan Safely" campaign has targeted colleges and universities for some of its year-long alcohol misuse and drinking and driving prevention efforts. In addition, the Michigan Office of Substance Abuse Services Prevention Specialists have received training on how to work within and assist colleges and universities in their prevention efforts.

In Mt. Pleasant, many efforts currently exist to address local community alcohol/drug problems. There exist four outpatient substance abuse treatment programs, prevention efforts K-12, a student assistance program in the high school, programs for parents with children of all ages, alcohol highway safety programs, probation officers referring individuals for substance abuse treatment, tough enforcement of drunk driving laws, local cooperation to end the "End of the World Party," among other efforts. The local Human Services Coordinating Body sponsored Substance Abuse Task Force has met for over a year and is planning an Isabella county forum on alcohol and other drug problems next October. There is also an excellent local network of Alcoholics Anonymous, Al-Anon, Al-Ateen and Adult Children of Alcoholics groups.

Considerable efforts are currently underway to help address the alcohol/drug problems which exist throughout the entire spectrum of our society. Our work at Central Michigan University in this area is one part, an important part, of a much greater whole.

CMU Alcohol and Drug Abuse Intervention and Prevention Program.

The Alcohol and Drug Abuse Intervention and Prevention Program (ADAIPP) began during the Fall Semester, 1984. It is a campus-wide program coordinated through the Counseling Center. The half-time coordinator of the program reports directly to the Vice President for Student Affairs. The general purposes of the program are to reduce alcohol abuse, encourage low risk use of the drug by those individuals of legal age who choose to consume alcohol, support individuals who choose not to use alcohol or other drugs, and assist and provide referral when appropriate for individuals with alcohol or other drug problems.

ADAIPP Goals (adopted in part from the goals of the student group BACCHUS and expanded for 1988-89 to include drugs other than alcohol):

1. Encourage educated and low risk use of alcohol within the university community by individuals of legal drinking age who choose to consume alcohol and to discourage the use of other drugs.

2. Support an individual's choice not to use alcohol/drugs if he/she so desires.

3. Work towards reducing alcohol misuse and other drug use.

4. Educate and inform students, faculty, staff administration and Mt. Pleasant community regarding alcohol/drug use and misuse.

5. Encourage and support alcohol/drug related research.

6. Increase awareness and availability of healthy alternatives to alcohol/drug use.

7. Enhance communication within and involvement by the university regarding alcohol/drug matters internally and externally.

8. Encourage and support preventive and early intervention efforts directed towards individuals who abuse alcohol or use other drugs, or who are alcohol/drug dependent.

CMU Alcohol and Other Drug Education Message:

1. Non-use of alcohol and other drugs is supported and encouraged by CMU.

2. Illegal use of alcohol and other drugs is not okay and not encouraged by CMU.

3. All members of the university community should be educated about the health, legal and other consequences of alcohol and other drug use. An individual is responsible for his or her own behavior. The immediate short term consequences of use (as contrasted with long term consequences) should be stressed.

4. Low risk decisions regarding the use of alcohol by individuals of legal drinking age (21) are encouraged. Individuals under the age of twenty-one should be familiar with the concept of low risk decision making.

5. Users of alcohol and other drugs are encouraged and supported by CMU in honest and realistic self-examination of the consequences of their use. Is alcohol/drug use helping or interfering with achievement of life goals? Are users happy with the consequences of their use? Is use causing a problem? (What causes a problem is a problem because it cause problems.) What impact is use of alcohol/drugs having on academic/work performance?

6. Users of alcohol/drugs are encouraged to discuss with others (friends, professionals, CMU faculty and staff, etc.) the consequences of use and seek out help if use is causing problems.

7. All members of the university community have the right to not be disturbed by the inappropriate behavior of individuals who use alcohol and/or other drugs and to seek assistance for themselves as needed.

8. Educators should be appropriate role models.

Summary of Activities During 1988-89

Awards and Recognition. Central Michigan University received national recognition for the second time as having one of the six most outstanding National Collegiate Alcohol Awareness Week (NCAAW) programs in the country during Fall 1988. Over 120 programs submitted reports to be evaluated for the recognition. The university received a $1,000 grant from Coors Brewery as part of the award. CMU has received "Certificates of Merit" on three other occasions for our NCAAW program.

The Housing Department received national recognition by the National Organization of Student Assistance Programs and Professionals for their Carefrontation program.

The Division of Student Affairs in August 1988, received a Federal FIPSE grant for $91,812 to expand our campus alcohol and other drug program.

Ross Rapaport continues his involvement with the U.S. Department of Education Planning Group for the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse; represents the American College Personnel Association on the Inter-Association Task Force on Alcohol and Other Substance Abuse Issues; and represents CMU on the local substance abuse task force and the Michigan Consortium on Substance Abuse Education. He was recently elected chairperson-elect, ACPA Commission XVIII, Alcohol and Other Drugs.

Affiliations. CMU has been a member of the 1,200 member Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse since May, 1988 and endorses the network's standards.

Campus-Wide Efforts. Many individuals and units on campus are involved in alcohol and other drug education efforts. It is not the purpose of this report to document all these activities, but to mention some of the most significant events. Other activities designed to reduce alcohol abuse and other drug use have been undertaken on campus this year.

Housing has done an exceptional job in providing education on alcohol and other drugs to residents and in implementing the Carefrontation and Get Smart programs. Orientation is incorporating alcohol/drug education information in new student and parent orientation sessions. Public Broadcasting, under the leadership of Linda Hyde, has been involved in Project Graduation training. Many faculty are incorporating alcohol and other drug information into classroom presentations. Student athletes are required to take a drug education class. Individuals are evaluating the role of alcohol in their own lives. The Alcohol Policy Committee expects to make policy recommendations soon. Alcohol/drug education materials, including information on legal issues and liability associated with alcohol use

and misuse, are being provided to student organizations. Faculty, staff and students are becoming more likely to reach out and talk to someone they are concerned about because of his/her drinking. The Wellness Resource Center has sponsored and co-sponsored many alcohol/drug education and related health programs and houses a peer alcohol and other drug education program coordinated by a student intern.

The following, in outline form, is an overview of campus-wide efforts undertaken during 1988-89 to reduce alcohol/drug problems:

1. Staff and Campus Involvement

   a. Formal - Program Coordinator, Manager Health Advocacy Service, Housing Complex Manager, Assistant Director Office of Student Life (Student Activities), Assistant Director Campus Recreation, intern, student assistant, and/or Work Study student all have ongoing responsibilities regarding alcohol/drug education and prevention.
   b. FIPSE grant funded - Ross Rapaport has been released 1/2 time from his Counseling Center responsibilities to direct the grant, a 1/2 time C-3 clerical (Kathryn Long) has been hired to work on the grant.
   c. Informal - Student volunteers, student organizations (PRIDE, SADD, Eta Sigma Gamma, fraternities/sororities, SGA, RHA, etc.), staff involved in developing campus recreational activities, wellness programs, educational/cultural/social events, etc.
   d. Faculty/staff supporting attendance at educational activities, incorporating alcohol/drug information and assignments in classes.
   e. The Alcohol/Drug Program's Coordinating Group met monthly throughout the year and at a day-long planning retreat on June 13. The purpose of the coordinating group is to coordinate campus alcohol/drug programming, share resources and avoid duplication, support each other and plan programs. Membership includes the following (as of June 13):

      Ross Rapaport, Coordinator
      Kevin Rabineau, Health Advocacy Service
      Ann Owens, Housing
      Dave Lascu, Office of Student Life
      Karen Hutchins, Campus Recreational Service
      Mark Minelli, Center for Health Related Programs
      Michelle Basket/Rebecca Small, PRIDE
      Robin Rink, Eta Sigma Gamma
      Anne Seebaldt, CM Life
      Danny Devito/Mike Potts, Residence Hall Assembly
      Greg Altman
      Scott A. Inman, IFC
      Joe Singer, SADD
      Penny Norton, Mid-State Substance Abuse Commission
      Amy Dillon, PRIDE
      Janet Walls, Housing
      Kristine Kokx, CM Life
      Cathleen Ward/Nancy Ward, SGA
      Willard Last "Buck", Mt. Pleasant Counseling Services

Karen Kassner Krapohl, Michigan Substance Abuse &
Traffic Safety Information Center
Sherri Look/Casey Cramer, Health Advocacy Service
Stan Dinius, Department of Public Safety

2. Curriculum

   a. Mandatory student athletes drug education course
   b. Substance abuse programming minor in Health Education
   c. Curriculum infusion (incorporating course relevant alcohol/drug information into lectures, assignments and discussion)

3. Campus-wide Programs (1988-89)

   a. National Collegiate Alcohol Awareness Week (fall)
   b. Red Ribbon Day (fall)
   c. Winter Holiday Campaign (fall)
   d. Drug Awareness Week (winter)
   e. "Hands United Against Drugs" (winter)
   f. Safe Spring Break Education (winter)
   g. Ongoing educational programs throughout the year involving student organizations (fall, winter)

4. Housing

   a. Staff training and development on identification and referral of individuals with alcohol/drug problems
   b. Early intervention, "carefrontation" and referral of students with possible alcohol/drug problems
   c. Ongoing educational programs to hall residents
   d. Peer Educators/Get Smart program
   e. Alcohol education posters on display
   f. "Alcohol Choice is Yours" brochure

5. Wellness Resource Center

   a. Volunteer peer alcohol and other drug education program coordinated by a student intern and housed in the Wellness Resource Center
   b. Other health information and referral
   c. Peer resource people
   d. Student led presentations and groups
   e. Staff training and development on alcohol/drug topics
   f. Women Who Love Too Much support groups

6. Alcohol Education Discipline Program for alcohol related infractions of the Student Code of Conduct supervised by the ADAIPP coordinator. This is a small group (6-12), with five one-hour sessions, forced referral option for our Proceedings Officer. This year 25 students completed the program. A complete report of this program is available upon request. The AEDP has been in operation four years and was coordinated this year by Greg Altman.

7. Counseling Center

   a. Staff training and development on alcohol/drug topics
   b. Counseling and support groups (Adult Children from Alcoholic or Otherwise Dysfunctional Families, Chemical Free Support Group)
   c. Counseling and referral of individuals with alcohol/drug problems

8. Orientation

   a. Letter from Mr. Hill clearly stating university expectations and consequences for using alcohol during Orientation, and sources of assistance
   b. Staff training and development on alcohol/drug topics
   c. Student mentor small group discussion with new students on alcohol/drug topics
   d. Alcohol/drug education presentations by student mentors
   e. Alcohol/drug posters and display case present in residence halls during Orientation
   f. Alcohol/drug education materials in "parent packets"

9. Placement

   a. "Drug Testing and Your Career" informational brochure

10. Campus Recreation

   a. Recreational programming
   b. Alcohol/drug education sports posters

11. Academic Assistance Program

   a. Inservice training on recognizing and assisting students whose academic difficulties might be alcohol/drug related

12. Student Organizations/Student Involvement

   a. Residence Hall Assembly - "Hands United Against Drugs"
   b. Eta Sigma Gamma - "Designated Driver"
   c. PRIDE - Outreach K-12, campus programs, "Red Ribbon Day"
   d. Student Government Association - ongoing support of projects
   e. Fraternities/Sororities - dry rush, member and leadership training on alcohol and other drugs, "Hands United Against Drugs," safe ride home projects
   f. Student Volunteers (Peer Educators) at Wellness Resource Center's Alcohol and Other Drug Education Program
   g. Housing Get SMART (Students Making Alcohol Responsibility Theirs)

Note: Many groups work cooperatively on projects throughout the year and may become involved in alcohol/drug education projects.

13. Revision of Campus Alcohol Policy, New Drug-free Workplace and Alcohol Policies (Standard Practice Guide U-802 and U-803 respectively)

14. CM Life

    a. Policy not to accept advertisements which promote abusive use of alcohol
    b. Excellent coverage of alcohol/drug education activities and editorial support
    c. Advertising staff training on the impact of beverage alcohol advertising on consumption

15. Community Involvement and Resources

    a. Work closely and and cooperatively with Mid-State Substance Abuse Commission and Mt. Pleasant Counseling Services, Prosecuting Attorney's Office, Community Substance Abuse Prevention Task Force, and other colleges and universities in the state.
    b. Excellent community network of AA, Al-Anon, NA, ACOA support groups
    c. Community and campus group collaboration to reduce and eliminate large campus party problem
    d. SBX displays during NCAAW

16. Continuing Education/Community Services coordinated Michigan Consortium on Substance Abuse Education annual spring conference.

17. Summer Special Theme Course: Intervention: Helping Alcoholics and Others Who Don't Want Help

18. Ongoing evaluation of existing program components, needs assessment, data collection, and approximately biannual surveys of student alcohol and other drug use and associated problems and needs

19. The following FIPSE Grant funded projects are currently underway, supervised by Ross Rapaport, Project Director:

    a. The Project Director has been involved in preliminary work to review and make recommendations regarding the current Faculty/Staff Assistance Program (FSAP). At the request of President Jakubauskas, R. William Dunham, Assistant Vice President for Personnel and Employee Relations, appointed a task force with representatives from all employee groups, to review and make recommendations regarding the FSAP. The task force is co-chaired by Ross Rapaport and Barbara Taylor, Assistant Director, Employee Relations.

       In preparation for Task Force deliberations a survey of Employee Assistance Programs in Higher Education was undertaken and two documents developed: "Maintaining Educational Quality: The Importance of Early Assistance for Valued Troubled Central Michigan University Faculty and Staff" and "Resource Information and a Sampling of Promotional Materials from Employee Assistance Programs in Institutions of Higher Education"
    b. The student group PRIDE has been provided with some transition funding to help defray office supply, promotional and educational materials expenses.

c. An Orientation "Healthy Lifestyles Program Coordinator" has been hired to work with the mentors throughout the summer in the area of low risk decision making, healthy life styles, alcohol abuse and other drug use, AIDS, sexually transmitted diseases and date rape.
d. Students, faculty and staff were surveyed regarding student alcohol/drug use and the impact of National Collegiate Alcohol Awareness Week.
e. Alcohol/drug policy recommendations have been made.
f. Dave Lascu, Assistant Director Student Activities, is working on a pilot of a wellness resource and liability/risk management program for student organizations.
g. Grant funds were used to conduct the survey on EAP's in higher education and print and distribute the two documents discussed in #19a above, and to compile and distribute training materials to the Alcohol/Drug Program's Coordinating Group.
h. Books and videotapes have been purchased for Park Library and the Wellness Resource Center to expand their alcohol and other drug collections. All teaching faculty and staff were given an opportunity to request materials for purchase.
i. The Project Director and Kevin Rabineau attended a regional meeting in Washington D.C. for FIPSE Grant recipients.

20. Consultation

The program coordinator consulted with a number of students and residence hall staff on classroom presentations and helping individuals with alcohol problems. The coordinator also consulted with individuals from a number of schools in Michigan and throughout the country concerning developing and implementing a campus-wide alcohol/drug program. We have also sent materials about our program to schools throughout the country.

A Note of Thanks

As is obvious from this report, implementing a comprehensive campus-wide program to reduce alcohol/drug problems requires more than the efforts of one person. Involvement and caring by many individuals is essential in any meaningful effort to combat these problems.

Karen Hutchins, Dave Lascu, Ann English Owens and Kevin Rabineau should be commended for excellence in their respective areas for their efforts to address alcohol/drug problems. Sherri Look, a paid intern, did an excellent job as coordinator of the Peer Alcohol and Other Drug Education Program out of the Wellness Resource Center. Greg Altman did an excellent job leading the Alcohol Education Discipline Program. Glenn Starner continues to make appropriate educational disciplinary referrals for students with suspected alcohol/drug problems. Kathryn Long, FIPSE Grand funded secretary, is a welcome and needed addition to our staff. R. William Dunham, Maxine Tubbs, Barbara Taylor and Sherryl Fleetham from Personnel and Employee Relations have worked very diligently this year in planning policy and programs to help address alcohol and other drug problems in our workforce.

Many other individual faculty, staff and students have been involved in our campus-wide program in many ways. Student organization projects (PRIDE), Eta

Sigma Gamma, SADD, RHA, the Greek System), faculty incorporating alcohol/drug information in class, individual interest and encouragement all come together to help define a truly widespread effort to reduce alcohol/drug problems at CMU.

Plans for 1989-90

1. Coordinate campus alcohol/drug education, prevention, intervention, treatment and referral activities.

   a. This will involve at least a monthly group meeting with the Alcohol/Drug Programs Coordinating Group.
   b. Hopefully, systematic education/prevention, intervention, treatment and referral activities will be expanded further to faculty/staff. This will depend on results and impact of the EAP Task Force Deliberations and what specific training employees will receive to comply with the Drug-Free Work Force laws.

2. Coordinate the following campus activities:

   a. National Collegiate Alcohol Awareness Week during winter semester
   b. A holiday campaign before end of fall semester
   c. National Collegiate Drug Awareness Week during winter semester
   d. A Safe Spring Break campaign during winter semester

3. Provide Alcohol Education Discipline Program (ADEP) groups as a service to the Office of Student Life. Currently these groups are provided by a paid student assistant.

4. The following objectives will be implemented on a regular basis by one or more of the following Division of Student Affairs Units: Housing, Health Advocacy Services/Wellness Resource Center, Student Life/Student Activities, Campus Recreational Services, Orientation and the Counseling Center.

   a. Staff and update alcohol/drug materials in the Wellness Resource Center.
   b. Train residence hall staff on alcohol/drug abuse education, prevention, intervention and referral.
   c. Train Orientation mentor staff on alcohol/drug abuse education, prevention, intervention and referral.
   d. Speak to students, faculty and staff on alcohol/drug use and abuse related topics.
   e. Provide counseling assistance, intervention and/or referral to students with alcohol or other drug problems.
   f. Provide training for at least one student intern (if one is accepted for an internship).
   g. Work with members of student groups and organizations in the areas of wellness, alcohol abuse and other drug use, education, prevention, intervention and treatment.
   h. Support the development and maintenance of student groups working to reduce alcohol abuse (e.g., Eta Sigma Gamma, Students Against Drunk Driving, BACCHUS, PRIDE, Residence Hall Assembly, Fraternities, Sororities, Student Government Association, etc.).

i. Implement a counseling group for the adult children from alcoholic or alcohol abusing or otherwise dysfunctional families.
j. Implement a support group for students who want to remain alcohol/drug free.
k. Help support bringing nationally or regionally known alcohol/drug education speaker(s) to campus and/or local community.
l. Provide alcohol and other drug information to faculty and staff who wish to incorporate this information into courses they are teaching or other professional or personal endeavors.
m. Maintain a listing of local, regional and national sources of assistance for individuals with alcohol/drug problems.
n. Educate student organizations on alcohol/drug issues, risk management, etc.

5. Review existing "umbrella" ADAIPP in terms of philosophy, consistency, coordination and needed areas of expansion or contraction.

6. Recognition for outstanding individual and organizational contributions to campus efforts to reduce alcohol andother drug problems will be included in the annual awards banquet.

Needed Additions to Our Campus-wide Program. As was the case last year, a major needed area of expansion is in providing for systematic prevention, education, intervention, treatment and referral options to all CMU employees. CMU has a faculty/staff assistance program for chemical dependency problems housed in the Counseling Center on "paper". However, in point of fact, sufficient resources have not been allocated to this program to make it a viable ongoing effort. From time to time employees with alcohol/drug problems are identified and referred to treatment. Some employee alcohol/drug problems have been ongoing with workers enabling the problem to continue rather than being educated on how to help the person. (Annually, the Counseling Center sees approximately 40 employees for short term counseling on a variety of concerns.)

Research on employee assistance programs repeatedly demonstrates that they are cost effective in addition to being a humane method of addressing a complex and devastating problem. CMU, as an organization, needs to prioritize funding and provide necessary resources for our faculty/staff assistance program. Ultimately this will have immediate and long range impact on our entire university and local community. A healthy faculty/staff helps provide an essential component of a healthy environment and appropriate role models for our students. As the largest employer in Mt. Pleasant, these efforts will impact the entire community.

Needed Resources for 1989-90 and 1990-91. In order to effectively plan and organize ADAIPP work the program coordinator needs at least one week of summer employment during Summer 1990 and following years. This is a bare minimum and actually three weeks employment every summer distributed as follows is desirable: Two weeks in late May and/or early June to write the annual report, work with Summer orientation staff, hold a day-long planning retreat for the Alcohol/Drug Programs Coordinating Group and do necessary follow up from this meeting. One week, preferably the third week of August, to plan further for the fall and assist housing in staff training. The FIPSE grant will not cover this next summer.

For 1990-91 a .5FTE clerical is needed for the coordinator to continue his work at the current level. Since having a .5FTE clerical due to the FIPSE grant, it has become clear that expecting the Counseling Center's secretary to do the work of the Counseling Center and ADAIPP is unrealistic. The work flow of the Counseling Center is disrupted and slowed down considerably by expecting the secretary to do ADAIPP work too. There is sufficient work to keep a .5 clerical quite busy. Given the nature of the work, I believe a C-4 or C-5 clerical is the appropriate level.

Name Change. The name "Alcohol and Drug Abuse Intervention and Prevention Program" should be changed to "Alcohol and Drug Abuse Intervention and Prevention Programs" to reflect that multiple alcohol/drug programs exist on campus rather than just one. This should make the ADAIPP coordinator a coordinator of a number of relatively autonomous programs and efforts which more accurately reflects the reality at CMU at this time.

Ross J. Rapaport, Coordinator
Alcohol and Drug Abuse Intervention
and Prevention Program